



February 6, 2020

Members of the North Carolina Congressional Delegation,

On behalf of employers from every corner of your state, we strongly urge you to oppose the Protecting the Right to Organize (PRO) Act (H.R. 2474 and S. 1306), legislation that would harm workers, employers, and our state's economy. By tilting the labor-management playing field too far in favor of unions, these so-called "reforms" would undermine freedom of choice and give unions the tools they want to force new members to join.

North Carolina's job creators work hard to recruit, train, retain, and remain responsive to their employees. Today's economy requires it. This legislation is simply a compilation of every failed idea from the past 30 years of labor policy – it has no place in today's competitive economy.

North Carolina is one of the least unionized states in the nation, a competitive advantage we must maintain. The PRO Act cuts the heart out of state Right-to-Work laws by allowing unions to take compulsory union dues/fees from employees – even when they choose not to join.

Among the long union wish-list in this bill, the PRO Act would also:

- Establish a "card-check" process for forming unions, encouraging coercion and harassment to sign, and eliminating the obvious benefits of a secret ballot election to workers.
- Deny individuals the ability to work independently, threatening the emerging "gig" economy and taking away the flexibility that has allowed American businesses of all sizes to grow.
- Allow unions to launch disruptive protests and pickets ("secondary boycotts") against any third-party to coerce an employer to agree to union demands.
- Impose liability on businesses for workplaces they don't control and workers they don't employ such as franchisees and contractors.
- Impose mandatory union contracts if a union and employer do not reach agreement. Deprive workers of the right to vote on the terms and conditions of their own employment.
- Increase needless class action lawsuits by restricting alternate means of dispute resolution in the workplace.
- Overrule eighty-five years of balanced labor-management relations, several important appellate and Supreme Court decisions, and important rulemaking by the NLRB.

On behalf of our members, we encourage you to stand up for the rights of North Carolina's workers and employers and oppose the PRO Act when it is considered on the House floor.

Thank you for your service to North Carolina and your commitment to supporting our state's job creators and business community. We appreciate your attention to this important issue.

Sincerely,

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